

# STATE ROOFER AND WATERPROOFER APPRENTICESHIP ADVISORY COMMITTEE

October 21, 2014

Roofers Local #65  
16601 W Dakota St.  
New Berlin, WI

## DRAFT MINUTES

| Members Present            | Employer / Organization      |
|----------------------------|------------------------------|
| Bartowitz, Alfred (Skip)   | Roofers Local #65            |
| Busalacchi, Chris          | Schranz Roofing              |
| Ferreira, Gerry (Co-Chair) | Roofers Local #65            |
| Langer, Mark (Co-Chair)    | Langer Roofing & Sheet Metal |
| Noffke, Ben                | Noffke Roofing (ABC)         |
| Utecht, Allan              | Walsdorf Roofing Co. (ABC)   |

| Members Absent  | Employer / Organization |
|-----------------|-------------------------|
| McNulty, Dennis | Roofers Local #65       |

| Consultants & Guests | Employer / Organization            |
|----------------------|------------------------------------|
| Breitlow, Lois       | SE WI Area Roofing JAC             |
| Emrick, Leigh        | Associated Builders & Contractors  |
| Scheldroup, Bob      | Bureau of Apprenticeship Standards |
| Smith, Owen          | Bureau of Apprenticeship Standards |

- 
1. The meeting was called to order at 10:03 a.m. by Gerry Ferreira, in conformance with the Wisconsin Open Meeting Law.
  2. Roll-call was taken. A sign-in sheet was distributed. A quorum was present.
  3. The minutes of the previous meeting were approved as written.

#### **4. Old Business**

##### **a. Review the follow-up items from the previous meeting.**

Owen reported that he emailed a new link to the Online Apprentice Orientation to the committee. The previous link could not be accessed by many stakeholders because it led to an internal server. DWD moved the Orientation to an accessible server. Committee members inquired into the implementation date for the Orientation; Owen stated that implementation is on hold, because several stakeholders complained that some content, which addresses poor habits such as tardiness and working while intoxicated, is unnecessary.

Owen reviewed that the Northern JAC had denied an earlier request from the Bureau to join the state committee and asked whether the Bureau should invite the JAC again. The state committee agreed, and advised that the Bureau contact Woodruff Roofing.

Owen reported that the outreach brochure had to be delayed. The committee concurred that the brochure was needed because the current version is outdated and includes photographs of safety violations. Gerry and Allen volunteered to review the future drafts.

##### **b. Review the roster.**

Owen distributed a copy of the current roster. The committee is fully staffed. No revisions were needed.

##### **c. Apprenticeship Completion Award Program**

Owen asked members and consultants for their input on their familiarity with ACAP and their experience with requesting reimbursement. Most members were unfamiliar with the program. A few members and consultants had filed for reimbursement. A consultant for a JAC stated that requesting a reimbursement was cumbersome because the technical colleges provided a large quantity of documentation per apprentice to prove they attended classes. ATR Bob Scheldroup reported that many contractors are seeing a lot of good from the program, but add that he has heard a lot of complaints about the paperwork.

##### **d. Other**

No additional items were brought forth.

#### **5. New Business**

##### **a. BAS personnel updates**

Owen Smith reported that the Bureau projects it will hire new apprenticeship training representatives for the Madison and Waukesha areas by December 1.

##### **b. For Action: BAS continuous improvement and proposed revisions to the state Exhibit A**

Owen reiterated the important role the state committee plays in establishing minimum standards for all local committee and apprentices across the state. The content and language the committee includes in state Exhibit A is literally used as the template for all apprentice contracts.

The Bureau is reviewing all state Exhibit A's this fall to ensure the language is legal and clearly written. The review has three possible outcomes: no revisions are recommended; minor revisions are recommended; or substantial revisions are recommended.

Owen reported that the Bureau's recommends one revision to the committee's state Exhibit A: the term should be written as "four years of not less than 6,000 hours," not "no more than five years." The committee stated that the term was written that way to prevent contractors from elongating the apprenticeship term. Bob informed the committee that their rationale is already enforced by apprenticeship regulations: an apprenticeship contract cannot exceed one year past its projected completion date.

**Action:** *the committee approved a motion to accept the revision.*

### **c. American Apprenticeship Grants**

This year the U.S. Department of Labor is projected to make applications available for \$100m in American Apprenticeship Grants. The competitive grants will be awarded to partnerships that

- launch apprenticeship models in new fields, such as advanced manufacturing and health care;
- align apprenticeships to career pathways by rewarding workplace learning with college credit or linking to pre-apprenticeship programs;
- and scale apprenticeship models that work by marketing the value of apprenticeship, or building national and regional partnerships to expand apprenticeships

The maximum grant award is \$5m.

To prepare for the grant application, the Bureau convened two industry focus groups: one for the construction sector, one from the manufacturing sector. The industry focus groups convened by the Bureau identified these potential uses:

- increase the apprenticeship "pipeline" by promoting and developing pre-apprenticeship programs, apprenticeship prep programs and linkages between youth and registered apprenticeship, including transcribed credit
- develop outreach materials and events targeted at parents and educators to improve the perception of skilled trades as viable, valid professions. Efforts might include media campaigns, print publication, and tours of local facilities given by partners organizations, such as local chambers of commerce. All efforts would utilize social media, such as Facebook and Twitter.

A general discussion on employment trends followed. Members reported that southeastern Wisconsin will lose 50% of its workforce due to retirement and the industry does not know how to "gear up" to replace the projected losses. The committee inquired into the target populations for pre-apprenticeship. Owen replied that the audiences for pre-apprenticeship programs include high-school students as well as individuals outside of the K-12 system, such as unemployed or underemployed adults.

### **d. WI Career Pathway Subcommittee; Architecture & Construction Youth Apprenticeship**

Owen Smith reported that apprenticeship continues to receive national attention due to a "perfect storm" of factors, and the attention has directly influenced the Wisconsin Apprenticeship Advisory Council to implement significant new efforts.

Nationally, economists predict an unprecedented shortage of workers in the next five to ten years, due to the progressive retirement of the baby boomer generation and concurrent lack of young adult

workers to replace them. In addition, more countries, sectors and industries are expressing interest in apprenticeship training. Last, these changes necessitate creating and expanding pipeline programs into apprenticeship, especially by offering credentials or advanced credit.

To keep abreast of national developments and position the state programs to respond effectively, the Advisory Council approved the creation of the Wisconsin Career Pathway Advisory Subcommittee.

The strategy will be to introduce youth to certain trades and skills through youth apprenticeship, and award them credit towards a related registered apprenticeship, in which they would learn the trade in its entirety.

A pilot effort to link the two programs through credit has proven successful in manufacturing. Both programs are prevalent in the sector, and many employers sponsor both programs. The subcommittee will likely target manufacturing and health care sectors first.

The Bureau and Youth Apprenticeship are recruiting members for the subcommittee, and will convene the first meeting in November.

Owen concluded by reiterating that the Bureau is informing all state committees about the program so that they are aware of it and comprehend that, regardless of which trade the youth apprentice focuses on, the majority of their training involves competencies applicable to all trades, such as safety and blueprint reading.

A general discussion followed on the youth apprenticeship program. Members asked whether contractors would be required to award credit to youth apprentice graduates toward a registered apprenticeship. Owen replied that the Bureau strongly supports leaving credit to the discretion of the employer. The committee expressed concern over statewide funding cuts to career and technical education in high schools would like to see schools bring back shop classes and career and tech ed. Members shared that their respective local committees are seeing increased interest in the skilled trades from high school guidance counselors in the area.

**Action:** *the committee approved a motion to invite the DWD Youth Apprenticeship staff to the 2015 spring meeting. In addition, the Bureau will research which high schools participate in the Architecture & Construction youth apprenticeship program.*

**e. Other**

No additional topics were brought forth.

**6. WTCS Update**

Owen informed attendees that Marge Wood retired in early September. Her interim replacement is Tim Weir. A complete update from WTCS is on the Bureau's state committee website.

**7. Review the program participants.**

Program participants included 68 apprentices and 24 employers with a contract in active or unassigned status on October 17, 2014. Members and consultants agreed that the data look accurate.

**8. The next meeting is tentatively scheduled for Tuesday, May 19, 2015, at 10:00 a.m. in New Berlin.**

9. The meeting was adjourned at 11:30 a.m.

**Follow-up Items**

- i. BAS will contact the Northern JAC for a potential member.
- ii. BAS will coordinate an initial meeting of a focus group to review the brochure.
- iii. BAS will invite the DWD YA staff to the next meeting.
- iv. BAS will research a list of high schools that participate in the construction youth apprenticeship.

---

*Submitted by Owen Smith, Program Analyst.*